

WHISTLEBLOWER POLICY

The **CRYSTAL LAKE SOCCER FEDERATION** (hereafter “CLSF”) Board of Directors adopts the following policy, approves its inclusion in the policy manual and directs the President to ensure that the policy is available to all members.

Policy - CLSF is committed to compliance with all applicable laws and regulations in all activities. CLSF requires lawful and ethical behavior of its Board members and expects high standards of business and personal ethics in fulfillment of their duties and responsibilities.

Reporting – The purpose of this policy is to support CLSF’s goal of legal compliance. CLSF encourages its Board of Directors and members to share their questions, concerns, suggestions or complaints with someone who can address them properly. It is the responsibility of all members of the CLSF Board of Directors to report legal or ethics violations.

If any individual reasonably believes that a policy, practice or activity of the organization is in violation of law, public policy or CLSF’s policies and procedures, that individual will be protected from retaliation if they report the alleged policy, practice or activity to the appropriate CLSF Board member, and provides reasonable opportunity to investigate and correct the alleged problem. If the reporting individual is uncomfortable speaking with or not satisfied with the response of the CLSF Board member, the issue may be reported to any member of the CLSF Board. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the parameters of an adequate investigation.

Retaliation – No member of the CLSF Board or member of CLSF who makes a good faith report under this policy (or who cooperates in inquiries or investigations) shall suffer harassment, retaliation, or adverse consequence. Any member of the CLSF Board of Directors who retaliates against an individual who has reported a violation in good faith is subject to discipline.

Acting in Good Faith - To be protected by this policy, individuals who report violations or suspected violations must be acting in good faith based on a reasonable belief that the reported information represents a valid policy or legal violation. Unsubstantiated allegations or reports that prove to be made falsely or maliciously will be viewed as a serious disciplinary offense.

Adopted: August 22, 2011 by vote of the CLSF Board of Directors

Attest: _____
Secretary

